Army Reserve...

Serving with an Army at War and Changing to Face the Challenges of the 21st Century

The Army Reserve…

- **Who are we?**
- **Why are we changing?**
- **What does it mean to you?**
- **Where are we headed?**
- **How are we changing?**
- **What isn’t changing?**
- **How can you help?**
- **Summary**

Who Are We?

- An **integral** component of the world's best Army, **complementing** the Joint Force with **skill rich capabilities.**
- A **cost-effective** force that makes the Army whole.
- An organization **focused on people and leadership.**
- A force **changing** to meet the needs of our Soldiers, the Army and the Nation.
- Proud men and women **representing** communities across the Nation.

Why Are We Changing?

We are changing to….

- **Focus on skills** necessary to support The Army and defend the Nation's interests
- **Add predictability** for our Soldiers, their families and employers
- **Improve readiness** of Soldiers and units
- **Increase responsiveness and preparation** for Army Reserve mission requirements

The Most Fundamental Change to Army Reserve in 50 Years

Where Are We Headed ?

From Our Current Capability

- 68% modular units (Organized at Company level or lower)
- Over 250 units organized below ALO 1
- 2091 units
- 12 Training Divisions
- 1000 locations (Approx)
- Alert-Mobilize-Train-Deploy
- 14 GO C2 HQs
- 21 GO Theater Functional Commands

Building **Enhanced Capabilities** For a **Joint, Expeditionary Army**

To a Modular, Streamlined and Complementary Force

- Smaller, more responsive, agile, and versatile units and headquarters
- All units organized and manned at ALO 1
- 1,600 units (Approx)
- 10 Training Divisions
- Campaign sustainment capabilities
- Rotational depth in high demand units
- Smaller footprint with fewer facilities
- Train-Mobilize-Deploy
- 11 C2 HQs

How is the Army Reserve Changing?

Restructure Force

- Modify unit structure and composition
- Reduce force structure to match operating strength
- Develop an Army Reserve Expeditionary Force

Improve Predictability Provide the Right skills

Reengineer Systems

- Implement rotational system
- Automate and streamline procedures
- Create an Individuals account (TTHS)
- Train, Mob, Deploy

Improve Responsiveness and Readiness

Reduce Obstacles

- Focus on Leadership
- Streamline Command and Control
- Create regional personnel centers
- Provide a continuum of service

Focused on the Soldier

Creating an Army Reserve for the Future Force

Restructure the Force

- Optimize active and reserve capabilities
- Match requirements with skill sets to ensure the right mix of Military Occupational Specialties (MOS)
- Reduce unit structure to align with operating strength to improve unit readiness
- Build an Army Reserve Expeditionary Force

Restructuring the force ensures the Army Reserve delivers maximum value and utility for the resources invested.

Restructuring the Force

UNITS

Decrease

20 – Medical
33 – Engineer
27 – Adjutant General
27 – Ordnance (Battalions/Tms)
80 – Transportation (Battalions/Tms)
71 – Quartermaster

34.7K of Change

FRRI
FY 04 - 06

Increase

11 – Military Police
25 – Modular Engineer Tms
22 – Ordnance (Modular Tms)
55 – Transportation
15 – Quartermaster POL

SPACES

Medical	**-3,684**	**Military Police**	**+102**
Engineer	**-2,856**	**Ordnance (Maint)**	**-1,795**
Adjutant General	**-1,404**	**Transportation**	**-6,665**
Ordnance (Ammo)	**-1,236**	**Finance**	**-628**
Quartermaster	**-5,778**	**Military Intel**	**-331**
Chemical	**-1,194**	**Judge Advocate**	**-263**
Signal	**-1,057**	**Public Affairs**	**-296**
PYSOPS	**+108**		

Focuses the force on making the Army whole.

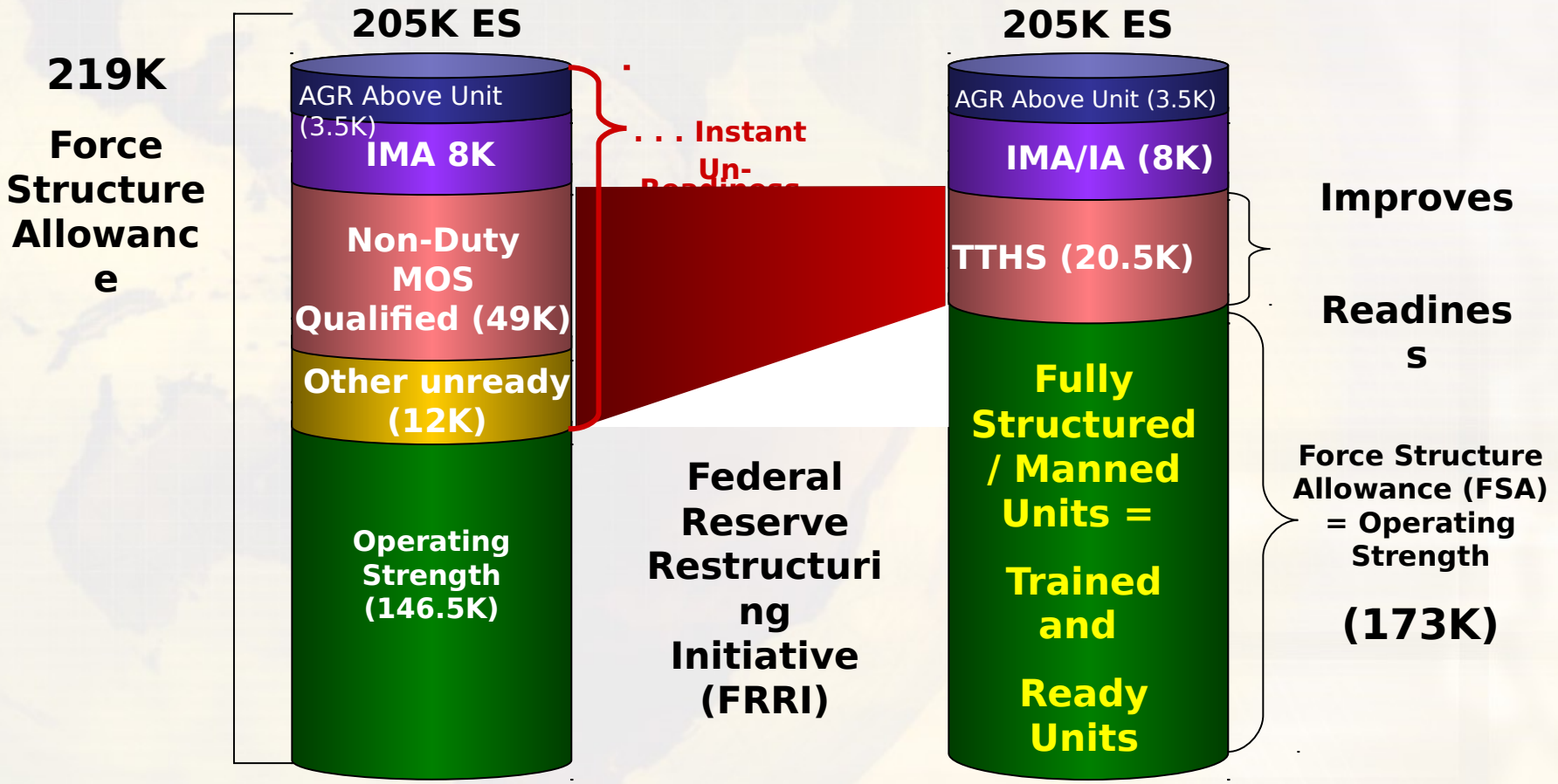
Readiness Dilemma

PROBLEM

More Structure than Personnel

SOLUTION

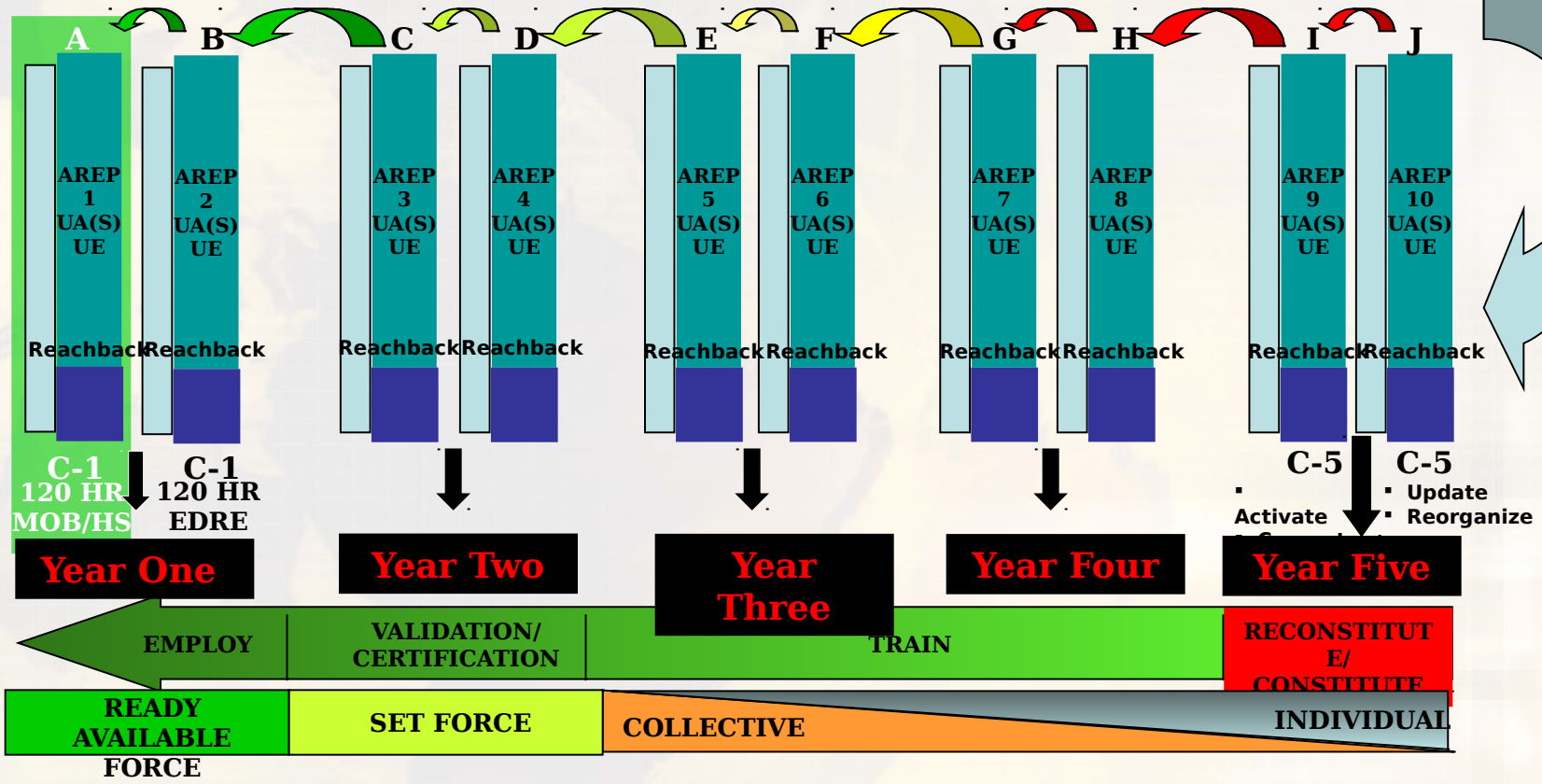
Match Structure to End Strength



Army Reserve Expeditionary Force

OPERATING FORCE

Return from deployment window and reconstitute/reset



Reengineer Systems

- Implement a rotational system that provides Soldiers, families, and employers predictability
- Automate and streamline procedures that are outdated, multi-layered and inefficient
- Create a TTHS account to more effectively manage Soldier and unit readiness
- Change to a 'Train-Mob-Deploy' model
- Implement the Delayed Entry program

Reengineering our systems allows the Army Reserve to quickly respond to the mission requirements.

Reduce Obstacles

- Focus on Leadership – Year of the Leader
- Focus Command and Control on Readiness
- Create Regional Personnel Centers to improve service to the Soldier
- Create an Individual Augmentation (IA) program to provide a continuum of service

Reducing obstacles enables leaders to Focus on Soldiers and mission accomplishment.

What Isn't Changing?

The Soldier is the Centerpiece of our Units.

Army Reserve Soldiers are:

- Effective, flexible, and adaptable
- Competent and consistent leaders across the full spectrum of operations
- The face of the Army in communities across the Nation

Soldiers Are, Have Been, and Always will be the Army

How Can You Help?

R emain a valued member of the Army Reserve

U nderstand change is a process, not an event

C onvey the message to others

K eep a positive attitude

S upport your spouse, family and employer

A sk questions; demand answers

C orrect misconceptions

K now that your Chain of Command cares!

Summary

- **You are a valued member of the Army Reserve**
- **We value your service and sacrifice**
- **We are an integral part of The Army**
- **We are committed to changing to better serve the needs of our Soldiers, The Army and the Nation**

- **Restructure the Force**
- **Reengineer Systems**
- **Reduce Obstacles**